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ABSTRACT

This book, which can be of value both to professionals in the field and to persons receiving the services, presents an overview of the profession of outplacement counseling. It contains a wide variety of information, including both counseling theory and practical suggestions. The book also contains many brief case histories of actual outplacement candidates. The book is organized in 21 chapters that cover the following topics: (1) introduction to the field of outplacement counseling; (2) consulting to organizations; (3) establishing the counseling relationship; (4) assessment in outplacement counseling; (5) barriers to successful job search; (6) group services; (7) physical, behavioral, and counseling implications of the outplacement setting; (8) toward a theory of outplacement counseling; (9) common patterns of counselor-client interaction; (10) is outplacement ever therapy?; (11) background qualifications; (12) professional development; (13) supervision; (14) cross-cultural issues; (15) women and outplacement; (16) family issues; (17) international issues; (18) ethics; (19) relation of outplacement to other career development professionals; (20) marketing outplacement services; and (21) the future of outplacement. Three appendixes include competencies standards for outplacement practitioners, standards of ethical practice for outplacement professionals, and a list of 70 resources for outplacement practitioners. Contains 62 references. (KC)

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